

STRATEGIC PLAN

FY23-25

Summary



The FY23 Strategic Plan provides a framework for greater focus on our network, brand, and organizational capacity and aligns our vision, mission, values, and goals that drive our organization to activate and accelerate leadership in our area. We seek to provide programming, alumni engagement, and corporate engagement that help people across leadership levels develop and expand their capacity through a collaborative, multi-sector approach.

Background



As we began to think about creating our next strategic plan, shifting perspectives as a result of the pandemic was top of mind, as was meeting the emerging needs of our alumni and partners. We took time to ask and listen to our stakeholders through a landscape assessment, in-person and phone interviews with alumni, board strategy sessions, town halls, an alumni survey, and a focus group.

Mission



To connect and prepare leaders to build thriving and inclusive workplaces and communities

Vision



A legacy of leaders that inspire and advance Montgomery County, MD and beyond

Values



- **Engage** all voices
- Act with **integrity**
- **Grow** ourselves and others
- Promote **diversity** and **equity**
- Lead **inclusively**



Key Objective

To keep leaders active and inspired through intentional and purposeful offerings that leverage our long-standing community partnerships

GOAL 1

Be recognized as the benchmark resource for the most current leadership development in the community

GOAL 2

Advance equity, diversity, and inclusion in Montgomery County



Key Objective

Broaden our reach and organizational capacity for sustainable support

GOAL 3

Grow the number of transformative, multi-year relationships with people who engage with Leadership Montgomery

GOAL 4

Enhance the leadership of more than 500 people annually



Key Objective

Grow the visibility and reach of the organization by demonstrating impact

GOAL 5

Cultivate community awareness and appreciation of our work through intentional storytelling

The Future

This plan will support our mission by continuing to position Leadership Montgomery as *THE* go-to resource for leaders in the community. One thing is evident as we continue to look forward: being an effective leader consists of empathizing with one's community and recognizing the dignity of the community's people in order to flourish and prosper.



Find out more at leadershipmontgomerymd.org